

Upcoming Events

March 2023

[Women's History Month](#)

[Irish-American Heritage Month](#)

[Brain Injury Awareness Month](#)

[Professional Social Work Month](#)

[International Women's Day](#)

March 8

[Deaf History Month](#)

March 13-April 15

[LGBTQ+ Health Awareness Week](#)

March 20-24

[National Vietnam War Veterans Day](#)

March 29

[Transgender Day of Visibility](#)

[César Chávez Day](#)

March 31



POSTER CREDIT: DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE

ORMDI

Steps Toward Conflict Resolution

You can contact ORMDI toll-free at 1-888-566-3982 (TDD/TTY, dial 711 before providing this number) and speak with a specialist regarding equal employment opportunity (EEO) complaint processing or harassment prevention. You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office. The harassment prevention procedures do not affect rights under the EEO complaint process. Harassment should be reported immediately to a manager or supervisor, Harassment Prevention Coordinator, or the Harassment Prevention Program. For Alternative Dispute Resolution (ADR) services, email the Office of the Chief Human Capital Officer [ADR team](#).

Commemorate Women's History Month

This March, VA joins the Nation in commemorating Women's History Month, an annual observance highlighting women's contributions to events in history and contemporary society. This year's theme is, "Celebrating Women Who Tell Our Stories." The observance corresponds with International Women's Day on March 8. In March 1980, "President Jimmy Carter issued a Presidential Message to the American people, encouraging the recognition and celebration of women's historic accomplishments during the week of March 8th, Women's History Week. By the end of 1980, then Representative Barbara Mikulski (D-MD) and Senator Orrin Hatch (R-UT) had co-sponsored the first Joint congressional Resolution that declared the week of March 8th in 1981 as National Women's History Week. In 1987, at the request of women's organizations, museums, libraries, youth leaders, and educators throughout the country, the National Women's History Project successfully petitioned Congress to expand the national celebrations to the entire month of March" (Federally Employed Women, [FEW](#)). It is an opportunity to commemorate achievements such as that of Dolores Huerta who founded the National Farmworkers Association alongside César Chávez and said, "every moment is an organizing opportunity, every person a potential activist, every minute a chance to change the world" ([Archives](#)).

Recognizing that, "disparities in our laws and public policies, and in our public and private institutions, have often denied that equal opportunity to individuals and communities", President Biden issued [Executive Order 13985](#), Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, on his first day in office. [Continued on the next page](#).

Commemorate

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“In support of this Executive Order 13985, federal agencies have formed leadership-led equity assessment teams to collaborate and identify inequities, deficiencies, and barriers to equity in their programs, processes, opportunities, community engagement and outreach. Every agency is going to have different goals based on their mission. We will all need to ask difficult questions and step out of our comfort zones and: 1) deeply explore the areas of inequity and racism in our environment so that we can create solutions to some of our most urgent challenges; 2) commit to collective and individual actions that will shift inequitable power dynamics in decision making, personal and agency practices; and 3) understand the importance of centering equity and anti-racist practices. We will need to revisit the guiding principles for equity and understand that the world is ever-changing and so must the solutions to achieve equity; understand and acknowledge historic trauma and be involved in community discussions about mitigation; and provide a seat at the table and decision-making role for those affected or historically left out” ([FEW](#)).

VA proudly commemorates the women employees who care for our Nation’s Veterans. As of December 31, 2022, women represent 62.96% of the overall VA workforce, 13.46 percentage points above the Relevant Civilian Labor Force benchmark. The representation of women increased from 62.06% on December 31, 2021. Including both permanent and temporary employees, women Veterans comprise 13.61% of VA’s women employees. Women hold 58.35% of VA’s GS-13 through GS-15 and equivalent positions. Though they are well-represented in this pipeline, women continue to have less than expected representation in VA’s senior executive leadership positions (Senior Executive Service and equivalent positions) at 41.17%.

VA managers and supervisors are encouraged to support events and activities that recognize women and their many contributions to American society. For more information, visit [VA’s Federal Women's Program \(FWP\) webpage](#) on the ORMDI website or contact Ms. Tynnetta Lee, VA’s National FWP Manager, ORMDI.



DAS Johnson

Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion

Nominations will soon be accepted for the Eleventh Annual Secretary's Diversity and Inclusion (D&I) Excellence Awards! The D&I Excellence Awards recognize exemplary contributions by VA managers/supervisors, employees and teams who work to create a diverse VA workforce, cultivate an inclusive and engaged workplace, and provide outstanding customer service.

For more information, visit the [D&I Excellence Awards webpage on the ORMDI website](#).

Just Launched: Federal Internship Portal

New Resource Supports Hiring of Interns

The Office of Personnel Management (OPM), Department of Labor, and the Office of Management and Budget have jointly developed a new resource to support the hiring of interns across the Federal government. The new [Federal Internship Portal](#) is a one-stop shop for prospective interns to find 2023 internship opportunities across government and drive increased applicant traffic to agency internship postings.

The Human Capital Services Center (HCSC) requests your help with sharing 2023 internship opportunities posted on the new Federal Internship Portal. As part of VA’s goal to recruit early career talent into the VA workforce, VA is posting new internships every day. Here’s how you can help make this effort a success:

1. Share this information with potential internship applicants in your networks. The Federal Internship Portal is now available year-round to connect students and recent graduates with opportunities at VA and across the Federal government. [Intern FAQs](#) are now online as well.
2. Spread the word about the Federal Internship Portal to your colleagues at VA. All VA internship opportunities should be posted on the Federal Internship Portal. For support sharing your internship opportunities to the portal, contact [HCSC](#).



LET'S TALK!

Sexual orientation and gender identity matter in health care.

LGBTQ+ Health Awareness Week

VHA LGBTQ+ Health Program
Population Health Services
VALGBTProgram@va.gov

VA



U.S. Department
of Veterans Affairs

Training

The Audacity to Fail Podcast

The [Audacity to Fail Podcast: misStepping Into Success](#) focuses on discovering leadership wisdom through experiences with failures and missteps. The podcast dives into conversations and stories from leaders as they share that failure activates a growth mindset, is an important part of learning, and motivation for improvement! On this episode, Dr. Shari Dade sits down with Dr. Gayle Iwamasa, the National Director of Inpatient Mental Health Services in the Office of Mental Health and Suicide Prevention in the Veterans Health Administration Central Office. Along with this role, Dr. Iwamasa is currently detailed to lead the Suicide Prevention and Response Independent Review Committee for the Department of Defense. In this conversation, Dr. Iwamasa shares the missteps leaders may confront when unintentionally finding themselves in a leadership role. This conversation explores the complicated task of accidental leadership. Listen in to uncover the key lessons that were hiding behind this leader's missteps. The series is also available on the [Talent Management System](#).

C20: Take Your 20 for Veteran Health

C20 is a 20-minute live, interactive webinar hosted by Dr. "Chai" Chad Kessler, VA's National Director for Emergency Medicine. It brings together the VA community through discussions about clinical and health care issues facing Veterans and topics related to VA employee wellness, growth and retention. The webinar features subject matter experts, VA leaders and frontline staff who offer insights that help those who support our Veterans. As Chai Chad likes to say, "With love, light, and a mug of chai, we aim to give frontline health care employees a chance to take their 20 – to have a wellness and learning break, be together, go on a tour of VA, and recognize exceptional colleagues." Join C20 every Tuesday and Thursday at 12:00 PM ET (recast Tuesdays and Thursdays at 4:30 PM ET). [Past C20 episodes](#) are available online.

Affinity Conferences

LULAC Emerge Conference

The [League of United Latin American Citizens \(LULAC\) 2023 Emerge Conference](#) will be held at the Omni Shoreham Hotel in Washington, DC, March 7-10, 2023. Emerge is a multi-day leadership conference for young professional Latinos and collegiate students in the United States and Puerto Rico taking place in Washington, D.C. Every year, Emerge brings together a diverse group of college students and young professional Latinos to provide them with public policy briefings on health, education and immigration. Attendees will receive training to develop an intersectional approach to advocacy and become agents of change for their communities. They will also have the opportunity to build a national network of community, corporate, non-profit and government leaders. Costs associated with attending must be authorized by each employee's organization. No centralized funding is available to pay for registration. Employees who plan to attend the should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Karen Basnight, VA's Acting National Hispanic Employment Program Manager, ORMDI.



FAPAC NLTP

The [Federal Asian Pacific American Council \(FAPAC\) 38th National Leadership Training Program \(NLTP\)](#) will be held at the Westin Long Beach, California, May 8-11, 2023. Each year, the NLTP gathers nearly 300 government leaders from the Federal and District of Columbia governments representing various agencies and parts of the country. The NLTP is three days filled with dynamic keynote sessions, panel discussions, breakout sessions and interactive problem-solving workgroups on topics to build government leadership skills. The NLTP qualifies as a training activity in accordance with 5 U.S.C. Chapter 41 and 5 CFR 410.404. Costs associated with attending must be authorized by each employee's organization. No centralized funding is available to pay for registration. Employees who plan to attend the should follow appropriate conference attendance approval procedures established for their respective organizations. For more information, contact Ms. Tynnetta Lee, VA's Departmental Asian American, Native Hawaiian, and Pacific Islander Special Emphasis Program Manager, ORMDI.



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